



Spousal Surcharge

If you choose to cover your legally married spouse under our medical plan and your spouse has coverage available through his or her own employer, you will pay a spousal surcharge. This applies even if they take their employer's coverage and this is in addition to the employee/spouse or family contribution rate. The surcharge does not apply to:

- A spouse without an employer
- A spouse whose employer does not offer coverage
- A spouse who works for your employer (Sheriff & Sheriff, Social Services & Social Services, Board of Supervisors & Board of Supervisors, etc.)

When you enroll in benefits you will be asked to affirm if you are going to cover your spouse under the medical plan and if your spouse has medical coverage available through his or her employer. Should the availability of medical coverage change for your spouse, at any time during the year, you **MUST** report this change within thirty (30) days of your spouse's employment to Human Resources and the surcharge will be added or removed as appropriate. When you affirm whether your spouse has other available coverage during benefits enrollment, you will be required to certify that the information you are providing is true and accurate and that you understand that failure to provide truthful and accurate information or failure to report your spouse's employment will be grounds for discipline including, but not limited to, termination of employment from Botetourt County, denial or retroactive termination of benefit coverage, and recoupment of benefits improperly paid. **Failure to provide the required certification during open enrollment will result in the spousal surcharge being added to your regular insurance contribution rate.**

Note: For Open Enrollment 2014, all current employees will have a three month grace period before spousal surcharges will be deducted. Spousal surcharges will be payroll deducted beginning in February 2015. This grace period does not apply to the above certification requirement.